"JOB SATISFACTION OF MSRTC EMPLOYEES : A STUDY WITH REFERANCE TO LATUR DISTRIC"

Synopsis
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Introduction:-

These days, human existence has grown incredibly complex and difficult. In today's culture, people's demands and wants are evolving along with their diverse interests. People are constantly evolving, and their wants also change, therefore it is only logical that with

Their happiness will eventually give way to discontent. As a result, they might not
contributing to the best of their ability This brings up a crucial issue that has to be investigated and discussed.

According to Section 3 of the RTC Act of 1950, the Maharashtra State Government founded the Maharashtra State Road Transport Corporation.
The M.S.R.T. Corporation is operating its services in accordance with the Road Transport approved system. Published in the State Government's official gazette under Notification MVA 3173/ 30303-XIIA dated 29.
The entire State of Maharashtra is included in the scheme's coverage region. Except for S.T. undertakings as defined in Section 68A(b) of the M.V. Act and other exceptions published in the plan, the undertaking provides stage and contract carrying services throughout the whole state of Maharashtra.

OBJECTIVES OF THE STUDY:-

The prime of the study is to analyze and examine level of job satisfaction among the MSRTC employees in LATUR district and to know the problems faced by the employees of the various categories. The specific objectives are as follows:

1. To study the profile of MSRTC and its organizational structure.
2. To study the employees perception towards their organization.
3. To identify the motivational factors.
4. To study the extent of job satisfaction of employees of MSRTC in Latur district.
5. To Find out relationship between experience and job Stisfacation
6. To study the level of job satisfaction of employees of different age groups & different gender

Hypothesis:

1. There is a significant impact of orgnisational structure on job satisfaction.
2. There is no diffrance between experience and job satisfaction.
3. There is no difference in job satisfaction of different cadres MSRTC employees
4. There is signifcant relation among the age and gender and job satisfacation.

Statement of the research problem:

Latur is a district in Maharashtra's marathwada region. Latur is known as the Oxford of Marathwada. It is an educational hub as well as an ancient market place from the British era. Latur district is more vulnerable to drought and natural disasters, and it also has India's largest trading concern for soyabeans. It is located on a major trade route connecting south and north India to the Deccan region. Latur has seen a surge in financial activity in the first decade of the twenty-first century, with almost every public and private sector corporation opening branches. As a result, more people are drawn to the Latur district.

SCOPE OF THE STUDY:

Present study is limited only to Latur District; hence generalization of findings would be limited. The findings are based on the information given by sample respondents the focus of the study is limited only to the Job satisfaction of employees of MSRTC sub Depo in Latur district.

- **Periodical scope:** For this research the data has been collected from past 5 years i.e. from 2016 to 2021 has been used.
- **Geoghraphical scope:** for this study the geographical area of latur district is used in latur district there are 10 talukas 1. Latur 2. Renapur 3. Ausa 4. Chakur 5. Ahmedpur 6.Udgir 7. Shirur anantpal 8. Jalkot 9. Deoni 10. Nilanga in above talukas there is some bus depo &Bus stand office is available. Due to time limitation the researcher has consider only one bus depo of each taluka and 1branches of latur city as it is district head office so maximum number of msrtc depo and respondents are from this area.
- **Operational scope:** this study is focused on Job Satisfaction of Msrtc employees in latur distict. It is related with the employees working in msrtc chorporation and their job satisfaction different factors of job satisfaction have also been considered in this study.

An attempt has been made measure the level of the job satisfaction and the stress faced by them. Job satisfaction of the employees was analyzed on the basis of the following factors

a. Psychological Factors
b. Physical Factors and
c. Environmental Factors
d.

Research Methodology and Data Collection:-

The presents study is an empirical study. It is mainly based on both primary and secondary data. For gathering the information and facts relating to the study were collected from the MSRTC employees in latur district with the help of structured questionnaire.

The variables in the study have been identified by interacting with the MSRTC employees in latur district. The collected primary data have been tabulated and analyzed by using statistical tools like percentages and averages with satisfactory methods.

The secondary data for the study have been collected from research proceedings, text books, journals, magazines, inter office manuals, MSRTC articles MSRTC annuals reports, dissertations, newspapers and websites.

SAMPLE DESIGN:

In the current study, MSRTC personnel in the Latur District were chosen as a sample using a stratified random sampling method. A single employee will serve as the study's sample unit, and the sample's four categories will be determined by the employees' status. These groups include:

1.Divisional controller

2.Engineer, mechanical

3.Officer in charge of divisional traffic

4.Depo supervisor

5.Conductor

6.Driver

7.Cleaning person

8. Mechanical staff employee

REVIEW OF LITERATURE:

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.

1. Jothi Basu (2014) "A study on employee job satisfaction in the Indian cements Ltd. Ariyalur District of Tamilnadu." In this study it was found that majority of the employees are satisfied with the salary and various allowances. The researcher suggested to firm about maintaining cooperation among employees and inviting suggestion from them.
2. State Transport In India: MSRTC (A Study in Operation Management) Author P.M. Gawali

3. Sumana Devi and Ajay Sunja (2013)"Job satisfaction among private sector employees . A comparative study of public sector and sector in chorporation ." It is found that public sector employees are more satisfied than private sector bank employees due to job security. The author suggest that their should be increase in salary of public sector bank employees.

4.Swarnalatha.C (2013) "Workplace Harassment and Job Satisfaction: An Empirical Study among Employees of Automotive Industries in India" found that work place harassment affect both men and women in every life. In this research the author met 290 employees to gather the data. The study has found that employees are not satisfied with work place safety and management treatment. The authors suggested that management need to adopt a cordial relationship with employees, discuss the problem and reduce the risk of work place harassment problems.

Maslow (1954) proposed that human needs form a five-level hierarchy ranging from physiological needs, safety, belongingness and love, esteem, to self-actualization..

6. Herzberg (1959) proposed the two-factor theory of job satisfaction, arguing that satisfaction and dissatisfaction were distinct phenomena. He discussed the intrinsic factors known as motivators and the extrinsic factors known as hygiene factors.

Various studies shows that job satisfaction is an important phenomena & it is related to co-worker behavior, supervisor behavior, pay and promotion, organizational environment and other job related factors. In some studies it is shown that the employees were highly satisfied.

But a relative study on job satisfaction of employees of various private & public sector commercial chorporation is rarely found so this study will form a base for future researchers to conduct studies with respect to Msrtc chorporation sector in Latur distirict.

Scope for further research:

1. Job Satisfaction of employees in Msrtc in different district Depo of Maharashtra .

2. There is scope of comparative study of Job satisfaction of employees among Msrtc maharastra

3. There is scope for analyzing job satisfaction level of employees due to adoption of advance technology.

Chapterization

Chapter – I: Introduction:

This chapter includes the introduction, objective of study, statement of problem, scope of study, Hypothesis, Research methodology, Data collection, sample design.

Chapter-II: Review of Literature

This chapter specifies Review of Literature in connection with Job satisfaction research and theories

Chapter –III: PROFILE OF MSRTC:

Profile of MSRTC and Job satisfaction of employees in msrtc in Latur district.

Chapter-IV: DATA ANALYSIS AND INTERPRETAION

In this topic data analysed tabulated and tested on the basis of various facts figures collected from the respondent

Chapter- V : CONCULUSION FINDING AND SUGGETION

Chapter- VI; **REFRANCESS**

(Balaji .v. Sonkamble) **(Dr.satish kundalwar)**

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